

Users' Guide to the
Service Contract
Wage Determination Database
on FedWorld

Contents

About Service Contract	1
Getting Started	2
Service Contract Database Search Capabilities	3
Frequently Asked Questions	3
Logging On	3
Reaching the Service Contract Database Access Area	4
Searching Service Contract Data on FedWorld	6
Downloading Service Contract Data for Use on an In-house Computer	8
Appendix Explanation of Wage Determinations and Fringe Benefits.....	8

About Service Contract
Now Service Contract Wage Determination information is available on-line!

You can quickly and easily locate wage determinations electronically through the NTIS FedWorld On-line Service and:
Get immediate access to the latest published wage determination information
Search and find just the data you need.
The Service Contract Act mandates that all Federal Government service contracts over \$2,500 must contain the appropriate Service Contract wage determinations. By using the Service Contract Database available on FedWorld, you can be sure you are always using the latest published wage determinations and can easily find the ones you need by searching on:

wage determination number
Standard Metropolitan Statistical Area (SMA)
state or county
occupational title or code (combed with another parameter:
Title or code alone will retrieve the entire database.)

For example, type Virginia and Fairfax and find the prevailing wage rates for Fairfax County, Virginia. Now you can choose to view the data on your terminal, download it for inclusion in a word processing document or print it. It is that simple.

As a FedWorld Service Contract subscriber you can browse the Labor Department's catalog of occupational descriptions and compare wage rates by occupational code.

The NTIS FedWorld on-line service can be reached via modem or Internet.

Special note from the U. S. Department of Labor:

The Service Contract Act Wage Determination data base contains unsigned copies of the latest wage determinations developed by U. S. Dept. of Labor. These wage determinations. issued by the Wage and Hour Division in response to specific notices filed, set the minimum wage on Federally funded service contracts.

The wage determinations contained herein are for INFORMATION USE ONLY. They are not considered official wage determinations for specific solicitations or contracts and should NOT be incorporated therein. They are not to be used to set prevailing wage rates on Federal service contracts. Official wage determinations must be obtained in accordance with Regulations 29 CFR, Section 4.4.

However, this information does provide an excellent source for those interested in an advanced approximation of what minimum rates may be specified by the Wage and Hour Division in response to duly filed notices. This data also form a convenient and accurate basis upon which rates may be compared by occupation and geographic area.

There are two types of subscriptions available:

Option 1: Direct searching of the Service Contract Database available on the NTIS FedWorld on-line service.

Option 2: Using the Service Contract Database on your organization's in-house computer system. Requires weekly download.

Getting Started:

To sign on and use the Service Contract Datable requires:

1. A subscription to search or download

For Ordering information call NTIS Subscriptions at (703) 487-4630 or use the NTIS FAX Direct service to receive product information. To use NTIS FAX Direct, Call (703) 487-4140, reference FAX Direct code #8537, and key in your fax number to have full product information sent to you.

2. Accessing FedWorld:

via modem: call (703) 321-8020 and set your communication software so that parity=none, data bits=8, stop bit=1, and terminal emulation=ANSI.

via Internet: telnet fedworld.gov (192.239.92.3).

Service Contract Database Search Capabilities

The FedWorld on-line system allows easy access and retrieval wage determination information. All words in all wage determinations are searchable.

Wage determinations can be searched for or retrieved by:

Standard Metropolitan Statistical Area (see list of MSA's)
Wage determination number

Frequently asked Questions:

Q. How often is the SCA wage determination database updated?

A. The SCA wage determination database is updated each week. By 9:00 A.M. each Tuesday the revised or **new** wage determinations, which were published the preceding week, will be available to all subscribers.

Q. Are there differences between the FedWorld,s SCA wage determination and the actual published wage determination?

A. Other than the "INFORMATION USE ONLY" section at the beginning of each wage determination, there are NO differences between the two. In terms of actual content the SCA wage determination is a mirror image of the version published by the Wage and Hour Division.

Q. Can I print and download the data after I find a particular wage determination on FedWorld?

A. Yes. The communications software you use to log on to FedWorld and download information usually will support printing as well. FedWorld also has a download command that allows you to send any wage determination directly to your computer as a text file. Such text files can then be read by your word processing software or any text editor.

Logging On

The first time you log on to FedWorld, you will be asked to enter, "**NEW**" as

shown at item "a" in Figure 1. After entering "new", you will be asked to enter your first and last name.

Next, you will be asked to enter your password as shown at item "b" in figure 1. Do NOT lose your password.

FedWorld staff recommends that you use the following sections of this guide in conjunction with an active Service Contract session. In the interest of clarity and brevity, not all displays and options which you will see on your screen are reproduced here.

Reaching the Service Contract Database Access Area

Once you log on to FedWorld, you will see the FedWorld main menu screen, the "TOP" menu.

From the Top menu, select "C" Subsystem/Databases. The Subsystems/Databases menu will appear.

From the Subsystems/Databases menu, select "A" for U. S. Department of Labor Data. (Wage determinations, etc...)

At the next screen, labeled U. S. Department of Labor Data, press "1"

- Service Contract Act Database

After you read the disclaimer, press "C" to go to the Service Contract main menu.

* Hint: FedWorld menu commands may be concatenated. From the TOP menu, type "CA1C" and press ENTER to accomplish the above in one step. You are now in the Service Contract Database Access Area. The Service Contract Act Main Menu contains the following list of choices:

OPTION A - VIEW OR DOWNLOAD USER'S GUIDE

Provides a brief description of the information contained on the FedWorld SCA Wage Determination System and the procedures by which to access this information.

OPTION B - SEARCH AND VIEW CURRENT SCA DATABASES

AVAILABLE ONLY TO SUBSCRIBERS. Allows users to search the current FedWorld SCA database based on the search instructions described below. After the search has been completed, the applicable Wage Determination can be viewed and/or downloaded. The date which appears on the "Search Main List" is the date the Wage Determination was introduced on FedWorld, the "Date of Revision" is displayed in the body of the Wage Determination.

OPTION C - SEARCH AND VIEW PRIOR SCA WAGE DETERMINATIONS

AVAILABLE ONLY TO SUBSCRIBERS. Allows users to search a database of SCA Wage Determinations that have been modified during the prior TWO year period. After the search has been completed, the applicable Wage Determination can be viewed and/or downloaded. The date which appears on the "Search Match list" is the "Date of Revision" which applies to the specific Wage Determination.

OPTION D - DOWNLOAD SCA DATA

AVAILABLE ONLY TO SUBSCRIBERS. Allows users to download either the entire SCA Database or just those Wage Determinations which have been added or revised during the latest processing period (see OPTION H). The data is available only in compression mode through the use of "LHA" software which is contained on the SCA list of available files for downloading. The SCA database available for downloading are:

DBSCA.LZH - contains all current Wage Determinations.

UPSCA.LZH - contains only those Wage Determination added or rejected during the current FedWorld update cycle.

The file structure for both databases are identical:

Positions 1-7 Wage Determination Number (exp. 94-2005) Positions 8-9
Revision Number (right adjusted) Positions 10 - 89 SCA Data Line (line
sequential mode)

SCAWGE.LZH - In addition to the Wage Determination databases, users can download the wage rate by occupation code database: which comprised of separate individual files for each unique occupation code.

OPTION E - VIEW OR DOWNLOAD REQUIRED FRINGE BENEFITS

A comprehensive outline of Fringe Benefit requirements.

OPTION F - OCCUPATIONAL DESCRIPTIONS

AVAILABLE ONLY TO SUBSCRIBERS. Contains a detailed definition of the occupational descriptions for tile occupations contained in the "Blanket" Wage Determination series. Information can be viewed and/or downloaded and information accessed by major SCA Occupational Titles. Within each category data is arrayed by SCA Occupational Code. The Federal Grade Equivalencies (FGE) displayed along with the Occupational Code are the Federal grades that are most likely to correspond to the described occupation. The material used was extracted from the Fourth Edition of the Service Contract Act Directory of Occupations published by the wage and Hour division, Employment Standards Administration of USDOL. The FGE categories are:

GS(General Schedule) grade rates utilized for non-supervisory appropriated funded "white-collar" positions.

WG(Wage Grade) grade rates utilized for non-supervisory funded "blue collar" positions.

AS non-supervisory non-appropriated funded administrative services rates.

A "*" at the right of an occupational title indicates preparation and use by the Bureau of Labor Statistics (BLS) of the U. S. Department of Labor in its wage survey process.

OPTION G - SAMPLE OF SCA DATABASE

Available to all FedWorld users to access the SCA database for searching viewing and/or download. Database contains only a small sample of Wage Determinations which may not be current with the latest version in use.

OPTION H - SCA WAGE DETERMINATIONS REVISED OR ADDED THIS PERIOD

AVAILABLE ONLY TO SUBSCRIBES. Allows users to view and or download a list of those Wage Determinations that when revised or added during the latest FedWorld update cycle. The FedWorld databases are updated on a weekly basis and this "new" information will be available to subscribers each Tuesday. The database which contains this list will be updated only after all FedWorld databases have been updated.

OPTION I - SEARCH AND VIEW WAGE RATES BY OCCUPATIONAL CODE

For each unique occupation code, wage rates are arrayed in ascending sequence by minimum hourly rate. Access should be by fee digit occupation code.

OPTION J - SCA ALL AGENCY MEMOS When available users may view or download this database

Searching Service Contract Data on FedWorld

To perform a search, select option "B" the Service Contract main menu. The following will be displayed:

Step 1: Searching

Now enter a keyword or keywords, a menu selection, or "?" for help. Any word may be used as a keyword. You may search for Wage Determinations by Wage Determination number, state, county MSA, etc.

EXAMPLES: Search by state. Enter "Virginia" to select all Virginia wage determinations. Search by county. Enter "Fairfax" to search for all accounting prevailing wage rates for the nation and territories.

* Hint: Criteria may be combined: "Virginia AND Fairfax" will retrieve wage determinations for "Virginia" and "Fairfax" in Virginia.

* Note If you search by occupational title alone, you will retrieve the entire database. Combine occupational title with other criteria.

Step 2: Working with Search Results

After you type your keywords and press ENTER, the above menu will be repeated. If you now select option "L", the matching Wage Determination file names will be listed:

```
R  Retrieve (download) the file to your computer
T  Tag the file for download later
V  View the file on your screen
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If you select option "R," you will be given a choice of download protocols from which to choose. Select any protocol which is supported by your telecommunications software. ZMODEM offers the advantage of re-starting a download in the middle of a file, rather than having to start from the beginning after an interruption. If necessary, see your system expert for assistance. After you select a protocol, follow the instructions in your communications software to accomplish the file transfer. When the transfer is complete, you will return to the search screen.

Option "T" will mark the file for later download. When you issue the command to log off FedWorld, you will be prompted to download your tagged files, as described in the above paragraph.

Option "V" will display the first page of the selected file on your screen, with the following options displayed at the bottom of the screen:

Most of these options should be self-explanatory. "F" will move to a page of the Wage Determination which contains one or more of your search criteria. Option "L" allows you to search terms within the Wage Determination you have retrieved. Option "R" invokes the same "Retrieve/Download" process as above.

When you exit ("X") from the View option, you will be returned to the file listing. You may then view additional files from the list, reset the search criteria (perform a different search), or exit Service Contract.

Downloading Service Contract Data for Use on an In-house Computer

From the Service Contract main menu, select option "D" to continue to the download menu:

You will see a line of command abbreviations at the bottom of the screen, and may select a command directly, or press "X" to return to the previous menu. If you select a file letter or name, you will be given the choice to (D)ownload the file, (T)ag the file for later download, or (V)iew the file characteristics. If you select (D)ownload, you will be given a choice of download protocols from which to choose. Select any protocol which is supported by your telecommunications software. ZMODEM offers the advantage of re-starting a download in the middle of a file, rather than your having to start from the beginning after an interruption. If necessary, see your

system expert for assistance. After you elect a protocol, follow the instructions on title screen to accomplish the file transfer. When the transfer is complete, you may perform other functions in the Service Contract area, go to other FedWorld functions, or log off.

All Service Contract files compressed to minimize transmission times. Compression is accomplished using "LHA" compression/decompression software. LHA software is available from the Service area, contract set of files: download "LHA213.EXE." This file is a "self-extracting" compressed file, which contains documentation the necessary software. Load this file into the subdirectory of your choice on your hard disk, log into that subdirectory, and type "LHA213" to install the software. LHA software is available for distribution without the requirement for a license or fee payment.

Appendix: Explanation of Wage Determinations and Fringe Benefits

The Service Contract Act (SCA) databases contained on FedWorld are comprised of approximately 390 "BLANKET" SCA Wage Determinations. All information displayed on the official Wage Determination is available through FedWorld. The FedWorld Wage Determinations contain information not currently displayed on the official Wage Determination such as "MSA" (Metropolitan Statistical Area), and the SCA Occupation Code, etc. The FedWorld Fringe Benefit Section contains only the applicable significant data (fringe rate, number and identification of vacation days, etc.); a further explanation of this information and other standard Department of Labor footnote data which apply to all Wage Determinations are contained under Option "E" of the main SCA Menu.

FedWorld databases use both the "Low Fringe" and "High Fringe" Wage Determinations. The major difference between the two wage determinations for a given MSA is the Health and Welfare rate. However, differences in occupation code and corresponding wage rates may occur. The current MSA's are as follows:

MSA	Low Fringe	High Fringe
AL, Anniston-Gadsden	94-2001	94-2002
AL, Birmingham	94-2003	94-2004
AL, Dothan	94-2005	94-2006
AL, Huntsville	94-2007	94-2008
AL, Mobile	94-2009	94-2010
AL, Montgomery	94-2011	94-2012
AK, Statewide	94-2017	94-2018
AZ, Phoenix	94-2023	94-2024
AZ, Tucson	94-2025	94-2026
AZ, Yuma	94-2027	94-2028
AR, Little Rock	94-2033	94-2034
AR, Pine Bluff	94-2035	94-2036
AR, Fort Smith	94-2037	94-2038
CA, Bakersfield	94-2043	94-2044
CA, Fresno	94-2045	94-2046
CA, Los Angeles/Santa Ana	94-2047	94-2048
CA, Monterey	94-2049	94-2050
CA, Oakland	94-2051	94-2052
CA, Riverside	94-2053	94-2054
CA, Sacramento	94-2055	94-2056
CA, San Diego	94-2057	94-2058
CA, San Francisco	94-2059	94-2060
CA, San Jose	94-2061	94-2062
CA, Santa Barbara	94-2063	94-2064

CA, Stockton	94-2067	94-2068
CA, Vallejo	94-2069	94-2070
CA, Ventura	94-2071	94-2072
CA, Visalia	94-2073	94-2074
CO, Colorado Springs	94-2079	94-2080
CO, Denver	94-2081	94-2082
CO, Pueblo	94-2083	94-2084
CT, Hartford	94-2087	94-2088
CT, Statewide,	94-2089	94-2090
Except Hartford		
DE, Lower Eastern Shore	94-2095	94-2096
DE, Wilmington	94-2097	94-2098
DC, District-Wide	94-2103	94-2104
FL, Daytona	94-2109	94-2110
FL, Ft. Lauderdale	94-2111	94-2112
FL, Gainesville	94-2113	94-2114
FL, Jacksonville	94-2115	94-2116
FL, Melbourne	94-2117	94-2118
FL, Miami	94-2119	92-2120
FL, Northwest Florida	94-2121	94-2122
FL, Orlando	94-2123	94-2124
FL, Tampa	94-2125	94-2126
GA, Albany	94-2131	94-2132
GA, Atlanta	94-2133	94-2134
GA, Augusta	94-2135	94-2136
GA, Columbus	94-2137	94-2138
GA, Macon	94-2139	94-2140
GA, Savannah	94-2141	94-2142
GU, Island-Wide	94-2147	94-2148
HI, Island-Wide	94-2153	94-2154
ID, Statewide	94-2159	94-2160
IL, Champaign	94-2165	94-2166
IL, Chicago	94-2167	94-2168
IL, Decatur	94-2169	94-2170
IL, Joliet	94-2171	94-2172
IL, Peoria	94-2173	94-2174
IL, Rock Island	94-2175	94-2176
IL, Springfield	94-2177	94-2178
IN, Bloomington	94-2183	94-2184
IN, Elkhart	94-2185	94-2186
IN, Evansville	94-2187	94-2188
IN, Fort Wayne	94-2189	94-2190
IN, Gary	94-2191	94-2192
IN, Indianapolis	94-2193	94-2194
IN, Logansport-Peru	94-2195	94-2196
IN, South Bend-Mishawaka	94-2197	94-2198
IA, Cedar Rapids	94-2203	94-2204
IA, Des Moines	94-2205	94-2206
IA, Waterloo-Cedar Falls	94-2207	94-2208
IA, Johnson Island	94-2211	94-2212
KS, Topeka	94-2213	94-2214
KS, Wichita	94-2215	94-2216
KY, Lexington	94-2221	94-2222
KY, Louisville	94-2223	94-2224
LA, Alexandria	94-2229	94-2230
LA, Baton Rouge	94-2231	94-2232
LA, New Orleans	94-2233	94-2234
LA, Shreveport	94-2235	94-2236
ME, Statewide	94-2241	94-2242
MD, Baltimore	94-2247	94-2248
MD, Hagerstown	94-2249	94-2250
MA, Attleboro (Providence, RI)	94-2253	94-2254
MA, Boston	94-2255	94-2256
MA, Lawrence	94-2257	94-2258
MA, Southeastern	94-2259	94-2260

MA, Western	94-2261	94-2262
MA, Worcester	94-2263	94-2264
MI, Ann Arbor	94-2269	94-2270
MI, Alpena-Standish-Tawes	94-2271	94-2272
MI, Detroit	94-2273	94-2274
MI, Saginaw	94-2275	94-2276
MI, Southwestern	94-2277	94-2278
MI, Upper Peninsula	94-2279	94-2280
MN, Duluth	94-2285	94-2286
MN, Minneapolis	94-2287	94-2288
MN, St. Cloud	94-2289	94-2290
MS, Columbus	94-2295	94-2296
MS, Jackson	94-2297	94-2298
MS, Meridian	94-2299	94-2300
MS, Pascagoula	94-2301	94-2302
MO, Kansas City	94-2307	94-2308
MO, St. Louis	94-2309	94-2310
MO, Southern Missouri	94-2311	94-2312
MT, Statewide	94-2317	94-2318
NE, Grand Island	94-2323	94-2324
NE, Omaha	94-2325	94-2326
NV, Las Vegas	94-2331	94-2332
NV, Reno	94-2333	94-2334
NH, Statewide	94-2339	94-2340
NJ, Atlantic City	94-2345	94-2346
NJ, Bergen-Passaic	94-2347	94-2348
NJ, Middlesex	94-2349	94-2350
NJ, Monmouth	94-2351	94-2352
NJ, Newark	94-2353	94-2354
NJ, Trenton	94-2355	94-2356
NM, Albuquerque	94-2361	94-2362
NY, Albany	94-2367	94-2368
NY, Binghamton	94-2369	94-2370
NY, Buffalo	94-2371	94-2372
NY, Nassau	94-2373	94-2374
NY, New York City	94-2375	94-2376
NY, Northern New York	94-2377	94-2378
NY, Poughkeepsie	94-2379	94-2380
NY, Rochester	94-2381	94-2383
NY, Syracuse	94-2383	94-2384
NC, Asheville	94-2389	94-2390
NC, Charlotte	94-2391	94-2392
NC, Fayetteville	94-2393	94-2394
NC, Goldsboro	94-2395	94-2396
NC, Greensboro	94-2397	94-2398
NC, New Bern	94-2399	94-2400
NC, Raleigh	94-2401	94-2402
ND, Statewide	94-2407	94-2408
OH, Cincinnati	94-2413	94-2414
OH, Cleveland	94-2415	94-2416
OH, Columbus	94-2417	94-2418
OH, Dayton	94-2419	94-2420
OH, Lima	94-2421	94-2422
OH, Portsmouth	94-2423	94-2424
OH, Toledo	94-2425	94-2426
OK, Oklahoma City	94-2431	94-2432
OK, Tulsa	94-2433	94-2434
OR, Eugene	94-2439	94-2440
OR, Portland	94-2441	94-2442
PA, Harrisburg	94-2447	94-2448
PA, Philadelphia	94-2449	94-2450
PA, Pittsburgh	94-2451	94-2452
PA, Scranton	94-2453	94-2454
PA, York	94-2455	94-2456

PR, Island-Wide	94-2461	94-2462
RI, Statewide	94-2467	94-2468
SC, Charleston	94-2473	94-2474
SC, Columbia	94-2475	94-2476
SC, Florence	94-2477	94-2478
SC, Greenville	94-2479	94-2480
SD, Statewide	94-2485	94-2486
TN, Chattanooga	94-2491	94-2492
TN, Knoxville	94-2493	94-2494
TN, Memphis	94-2495	94-2496
TN, Nashville	94-2497	94-2498
TN, Northeastern	94-2499	94-2500
TX, Austin	94-2503	94-2504
TX, Beaumont	94-2505	94-2506
TX, Corpus Christi	94-2507	94-2508
TX, Dallas	94-2509	94-2510
TX, El Paso	94-2511	94-2512
TX, Fort Worth	94-2513	94-2514
TX, Houston	94-2515	94-1516
TX, Northwest Texas	94-2517	94-2518
TX, Rio Grande Valley	94-2519	94-2520
TX, San Antonio	94-2521	94-2522
TX, Waco	94-2523	94-2524
TX, Wichita Falls	94-2525	94-2526
UT, Statewide	94-2531	94-2532
VT, Statewide	94-2537	94-2538
VA, Norfolk	94-2543	94-2544
VA, Richmond	94-2545	94-2546
VA, Southwest Virginia	94-2547	94-2548
VI, Island-Wide	94-2553	94-2554
WA, Bremeton	94-2559	94-2560
WA, Island County	94-2561	94-2562
WA, Seattle	94-2563	94-2564
WA, Spokane	94-2565	94-2566
WA, Tacoma	94-2567	94-2568
WA, Yakima	94-2569	94-2570
WV, Statewide	94-2573	94-2574
WI, Green Bay	94-2575	94-2576
WI, Lacrosse	94-2577	94-2578
WI, Madison	94-2579	94-2580
WI, Milwaukee	94-2581	94-2582
WY, Statewide	94-2587	94-2588

94-2373 NY, **NASSAU**

06/04/02

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL
 WASHINGTON D.C. 20210

William W. Gross
 Director

Division of
 Wage Determinations

Wage Determination No.: 1994-2373
 Revision No.: 20
 Date Of Last Revision: 05/29/2002

State: **New York**Area: **New York** Counties of **Nassau**, Suffolk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	12.41
Accounting Clerk II	13.95
Accounting Clerk III	16.77
Accounting Clerk IV	18.67
Court Reporter	17.00
Dispatcher, Motor Vehicle	18.97
Document Preparation Clerk	15.41
Duplicating Machine Operator	14.49
Film/Tape Librarian	15.22
General Clerk I	10.90
General Clerk II	11.97
General Clerk III	15.07
General Clerk IV	16.26
Housing Referral Assistant	19.03
Key Entry Operator I	12.11
Key Entry Operator II	13.28
Messenger (Courier)	11.53
Order Clerk I	16.25
Order Clerk II	16.90
Personnel Assistant (Employment) I	14.45
Personnel Assistant (Employment) II	15.05
Personnel Assistant (Employment) III	17.00
Personnel Assistant (Employment) IV	18.38
Production Control Clerk	18.38
Rental Clerk	15.92
Scheduler, Maintenance	15.54
Secretary I	16.14
Secretary II	19.18
Secretary III	19.92
Secretary IV	22.47
Secretary V	27.64
Service Order Dispatcher	16.62
Stenographer I	14.69
Stenographer II	19.29
Supply Technician	21.39
Survey Worker (Interviewer)	15.36
Switchboard Operator-Receptionist	13.26
Test Examiner	17.53
Test Proctor	17.53
Travel Clerk I	14.09
Travel Clerk II	15.27
Travel Clerk III	16.58
Word Processor I	13.63

Word Processor II	19.22
Word Processor III	20.36
Automatic Data Processing Occupations	
Computer Data Librarian	11.44
Computer Operator I	12.63
Computer Operator II	16.46
Computer Operator III	21.44
Computer Operator IV	25.67
Computer Operator V	27.62
Computer Programmer I (1)	18.71
Computer Programmer II (1)	23.18
Computer Programmer III (1)	27.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	27.62
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.75
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	20.39
Automotive Glass Installer	22.50
Automotive Worker	22.50
Electrician, Automotive	23.55
Mobile Equipment Servicer	13.53
Motor Equipment Metal Mechanic	25.80
Motor Equipment Metal Worker	22.50
Motor Vehicle Mechanic	24.48
Motor Vehicle Mechanic Helper	19.78
Motor Vehicle Upholstery Worker	21.58
Motor Vehicle Wrecker	22.50
Painter, Automotive	23.55
Radiator Repair Specialist	22.50
Tire Repairer	16.69
Transmission Repair Specialist	24.39
Food Preparation and Service Occupations	
Baker	18.23
Cook I	16.75
Cook II	18.23
Dishwasher	13.67
Food Service Worker	13.67
Meat Cutter	21.28
Waiter/Waitress	14.45
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	21.10
Furniture Handler	16.03
Furniture Refinisher	21.10
Furniture Refinisher Helper	17.71
Furniture Repairer, Minor	19.40
Upholsterer	21.10
General Services and Support Occupations	
Cleaner, Vehicles	13.67
Elevator Operator	13.67
Gardener	16.75
House Keeping Aid I	13.36
House Keeping Aid II	13.67
Janitor	13.67
Laborer, Grounds Maintenance	14.45
Maid or Houseman	13.36
Pest Controller	17.49
Tractor Operator	15.96
Health Occupations	
Dental Assistant	12.63
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	16.38
Licensed Practical Nurse I	15.68
Licensed Practical Nurse II	17.94
Licensed Practical Nurse III	18.12

Medical Assistant	14.00
Medical Laboratory Technician	17.64
Medical Record Clerk	14.49
Medical Record Technician	17.64
Nursing Assistant I	9.91
Nursing Assistant II	11.14
Nursing Assistant III	12.71
Nursing Assistant IV	14.24
Pharmacy Technician	15.87
Phlebotomist	20.96
Registered Nurse I	26.88
Registered Nurse II	27.99
Registered Nurse II, Specialist	27.99
Registered Nurse III	31.44
Registered Nurse III, Anesthetist	31.44
Registered Nurse IV	37.73
Information and Arts Occupations	
Audiovisual Librarian	21.49
Exhibits Specialist I	24.09
Exhibits Specialist II	25.69
Exhibits Specialist III	31.33
Illustrator I	23.43
Illustrator II	24.98
Illustrator III	30.37
Librarian	27.98
Library Technician	15.85
Photographer I	14.81
Photographer II	20.46
Photographer III	21.81
Photographer IV	26.60
Photographer V	32.37
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.41
Counter Attendant	8.41
Dry Cleaner	10.68
Finisher, Flatwork, Machine	8.41
Presser, Hand	8.41
Presser, Machine, Drycleaning	8.41
Presser, Machine, Shirts	8.41
Presser, Machine, Wearing Apparel, Laundry	8.41
Sewing Machine Operator	11.40
Tailor	12.08
Washer, Machine	9.29
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	20.87
Tool and Die Maker	24.46
Material Handling and Packing Occupations	
Forklift Operator	16.38
Fuel Distribution System Operator	15.74
Material Coordinator	16.87
Material Expediter	16.87
Material Handling Laborer	13.29
Order Filler	14.85
Production Line Worker (Food Processing)	15.09
Shipping Packer	13.34
Shipping/Receiving Clerk	12.89
Stock Clerk (Shelf Stocker; Store Worker II)	14.24
Store Worker I	11.47
Tools and Parts Attendant	13.72
Warehouse Specialist	14.25
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	21.92
Aircraft Mechanic Helper	17.71
Aircraft Quality Control Inspector	22.78
Aircraft Servicer	19.40

Aircraft Worker	20.21
Appliance Mechanic	21.10
Bicycle Repairer	17.94
Cable Splicer	27.03
Carpenter, Maintenance	26.29
Carpet Layer	20.21
Electrician, Maintenance	25.43
Electronics Technician, Maintenance I	20.00
Electronics Technician, Maintenance II	23.94
Electronics Technician, Maintenance III	25.21
Fabric Worker	19.40
Fire Alarm System Mechanic	21.92
Fire Extinguisher Repairer	18.57
Fuel Distribution System Mechanic	22.21
General Maintenance Worker	20.21
Heating, Refrigeration and Air Conditioning Mechanic	21.92
Heavy Equipment Mechanic	21.92
Heavy Equipment Operator	24.11
Instrument Mechanic	21.92
Laborer	15.16
Locksmith	21.10
Machinery Maintenance Mechanic	21.92
Machinist, Maintenance	21.92
Maintenance Trades Helper	17.71
Millwright	21.92
Office Appliance Repairer	21.10
Painter, Aircraft	21.10
Painter, Maintenance	24.27
Pipefitter, Maintenance	24.11
Plumber, Maintenance	21.10
Pneudraulic Systems Mechanic	21.92
Rigger	21.92
Scale Mechanic	20.21
Sheet-Metal Worker, Maintenance	21.92
Small Engine Mechanic	20.92
Telecommunication Mechanic I	24.17
Telecommunication Mechanic II	25.23
Telephone Lineman	23.70
Welder, Combination, Maintenance	21.92
Well Driller	21.92
Woodcraft Worker	21.92
Woodworker	18.57
Miscellaneous Occupations	
Animal Caretaker	15.21
Carnival Equipment Operator	15.96
Carnival Equipment Repairer	16.75
Carnival Worker	13.67
Cashier	18.74
Desk Clerk	11.44
Embalmer	19.02
Lifeguard	13.30
Mortician	19.02
Park Attendant (Aide)	12.07
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.77
Recreation Specialist	15.47
Recycling Worker	10.97
Sales Clerk	10.23
School Crossing Guard (Crosswalk Attendant)	13.67
Sport Official	12.25
Survey Party Chief (Chief of Party)	15.51
Surveying Aide	8.36
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.46
Swimming Pool Operator	20.96
Vending Machine Attendant	20.27
Vending Machine Repairer	20.96

Vending Machine Repairer Helper	18.35
Personal Needs Occupations	
Child Care Attendant	11.48
Child Care Center Clerk	14.36
Chore Aid	12.79
Homemaker	14.84
Plant and System Operation Occupations	
Boiler Tender	22.62
Sewage Plant Operator	21.10
Stationary Engineer	22.62
Ventilation Equipment Tender	17.71
Water Treatment Plant Operator	21.10
Protective Service Occupations	
Alarm Monitor	17.03
Corrections Officer	22.58
Court Security Officer	23.99
Detention Officer	23.64
Firefighter	23.99
Guard I	10.70
Guard II	19.58
Police Officer	27.70
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	18.70
Hatch Tender	18.70
Line Handler	18.70
Stevedore I	17.95
Stevedore II	19.63
Technical Occupations	
Air Traffic Control Specialist, Center (2)	29.93
Air Traffic Control Specialist, Station (2)	20.64
Air Traffic Control Specialist, Terminal (2)	22.73
Archeological Technician I	18.54
Archeological Technician II	20.72
Archeological Technician III	25.69
Cartographic Technician	25.67
Civil Engineering Technician	24.32
Computer Based Training (CBT) Specialist/ Instructor	27.62
Drafter I	13.94
Drafter II	17.44
Drafter III	24.09
Drafter IV	25.69
Engineering Technician I	13.57
Engineering Technician II	16.20
Engineering Technician III	19.83
Engineering Technician IV	23.40
Engineering Technician V	26.36
Engineering Technician VI	31.90
Environmental Technician	20.20
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	22.75
Instructor	24.68
Laboratory Technician	19.60
Mathematical Technician	25.69
Paralegal/Legal Assistant I	17.66
Paralegal/Legal Assistant II	21.49
Paralegal/Legal Assistant III	26.21
Paralegal/Legal Assistant IV	31.81
Photooptics Technician	23.23
Technical Writer	28.13
Unexploded (UXO) Safety Escort	19.02
Unexploded (UXO) Sweep Personnel	19.02
Unexploded Ordnance (UXO) Technician I	19.02
Unexploded Ordnance (UXO) Technician II	23.01
Unexploded Ordnance (UXO) Technician III	27.58
Weather Observer, Combined Upper Air and Surface Programs (3)	20.13

Weather Observer, Senior (3)	22.35
Weather Observer, Upper Air (3)	20.13
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.07
Parking and Lot Attendant	9.05
Shuttle Bus Driver	13.92
Taxi Driver	12.05
Truckdriver, Heavy Truck	21.60
Truckdriver, Light Truck	13.95
Truckdriver, Medium Truck	16.43
Truckdriver, Tractor-Trailer	21.60

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of includes the whole span of continuous service with the present contractor or success wherever employed, and with the predecessor contractors in the performance of simila at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: **New** Year's Day, Martin Luther Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, L Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor substitute for any of the named holidays another day off with pay in accordance with communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, o professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a r tour of duty, you will earn a night differential and receive an additional 10% of ba for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday wo which is not overtime (i.e. occasional work on Sunday outside the normal tour of dut considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees emp in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work su screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. Al house activities involving propellants or explosives. Demilitarization, modificatio renovation, demolition, and maintenance operations on sensitive ordnance, explosives incendiary materials. All operations involving regrading and cleaning of artillery

A 4 percent differential is applicable to employees employed in a position that repr a low degree of hazard when working with, or in close proximity to ordnance, (or empl possibly adjacent to) explosives and incendiary materials which involves potential i such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adj work area or equipment being used. All operations involving, unloading, storage, an hauling of ordnance, explosive, and incendiary ordnance material other than small arm

ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differentials.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$6.70 cents per day). However, in those instances where the uniforms furnished are machine wash and wear materials, may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form 1444)

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupational classification and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order of priority: occupational classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including

information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

94-2374 NY, **NASSAU**

05/28/02

FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL

WASHINGTON D.C. 20210

William W. Gross
DirectorDivision of
Wage DeterminationsWage Determination No.: 1994-2374
Revision No.: 15
Date Of Last Revision: 05/23/2002State: **New York**Area: **New York** Counties of **Nassau**, Suffolk

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE

MINIMUM WAGE RATE

Administrative Support and Clerical Occupations

Accounting Clerk I	12.41
Accounting Clerk II	13.95
Accounting Clerk III	16.77
Accounting Clerk IV	18.67
Court Reporter	17.00
Dispatcher, Motor Vehicle	18.97
Document Preparation Clerk	15.41
Duplicating Machine Operator	14.49
Film/Tape Librarian	15.22
General Clerk I	10.90
General Clerk II	11.97
General Clerk III	15.07
General Clerk IV	16.26
Housing Referral Assistant	19.03
Key Entry Operator I	12.11
Key Entry Operator II	13.28
Messenger (Courier)	11.53
Order Clerk I	16.25
Order Clerk II	16.90
Personnel Assistant (Employment) I	14.45
Personnel Assistant (Employment) II	15.05
Personnel Assistant (Employment) III	17.00
Personnel Assistant (Employment) IV	18.38
Production Control Clerk	18.38
Rental Clerk	15.92
Scheduler, Maintenance	15.54
Secretary I	16.14
Secretary II	19.18
Secretary III	19.92
Secretary IV	22.47
Secretary V	27.64
Service Order Dispatcher	16.62
Stenographer I	14.69
Stenographer II	19.29
Supply Technician	21.39
Survey Worker (Interviewer)	15.36
Switchboard Operator-Receptionist	13.26
Test Examiner	17.53
Test Proctor	17.53
Travel Clerk I	14.09
Travel Clerk II	15.27
Travel Clerk III	16.58
Word Processor I	13.63

Word Processor II	19.22
Word Processor III	20.36
Automatic Data Processing Occupations	
Computer Data Librarian	11.44
Computer Operator I	12.63
Computer Operator II	16.46
Computer Operator III	21.44
Computer Operator IV	25.67
Computer Operator V	27.62
Computer Programmer I (1)	18.71
Computer Programmer II (1)	23.18
Computer Programmer III (1)	27.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	27.62
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	12.75
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	20.39
Automotive Glass Installer	22.50
Automotive Worker	22.50
Electrician, Automotive	23.55
Mobile Equipment Servicer	13.53
Motor Equipment Metal Mechanic	25.80
Motor Equipment Metal Worker	22.50
Motor Vehicle Mechanic	24.48
Motor Vehicle Mechanic Helper	19.78
Motor Vehicle Upholstery Worker	21.58
Motor Vehicle Wrecker	22.50
Painter, Automotive	23.55
Radiator Repair Specialist	22.50
Tire Repairer	16.69
Transmission Repair Specialist	24.39
Food Preparation and Service Occupations	
Baker	18.23
Cook I	16.75
Cook II	18.23
Dishwasher	13.67
Food Service Worker	13.67
Meat Cutter	21.28
Waiter/Waitress	14.45
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter	21.10
Furniture Handler	16.03
Furniture Refinisher	21.10
Furniture Refinisher Helper	17.71
Furniture Repairer, Minor	19.40
Upholsterer	21.10
General Services and Support Occupations	
Cleaner, Vehicles	13.67
Elevator Operator	13.67
Gardener	16.75
House Keeping Aid I	13.36
House Keeping Aid II	13.67
Janitor	13.67
Laborer, Grounds Maintenance	14.45
Maid or Houseman	13.36
Pest Controller	17.49
Tractor Operator	15.96
Health Occupations	
Dental Assistant	12.63
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	16.38
Licensed Practical Nurse I	15.68
Licensed Practical Nurse II	17.94
Licensed Practical Nurse III	18.12

Medical Assistant	14.00
Medical Laboratory Technician	17.64
Medical Record Clerk	14.49
Medical Record Technician	17.64
Nursing Assistant I	9.91
Nursing Assistant II	11.14
Nursing Assistant III	12.71
Nursing Assistant IV	14.24
Pharmacy Technician	15.87
Phlebotomist	20.96
Registered Nurse I	26.88
Registered Nurse II	27.99
Registered Nurse II, Specialist	27.99
Registered Nurse III	31.44
Registered Nurse III, Anesthetist	31.44
Registered Nurse IV	37.73
Information and Arts Occupations	
Audiovisual Librarian	21.49
Exhibits Specialist I	24.09
Exhibits Specialist II	25.69
Exhibits Specialist III	31.33
Illustrator I	23.43
Illustrator II	24.98
Illustrator III	30.37
Librarian	27.98
Library Technician	15.85
Photographer I	14.81
Photographer II	20.46
Photographer III	21.81
Photographer IV	26.60
Photographer V	32.37
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.41
Counter Attendant	8.41
Dry Cleaner	10.68
Finisher, Flatwork, Machine	8.41
Presser, Hand	8.41
Presser, Machine, Drycleaning	8.41
Presser, Machine, Shirts	8.41
Presser, Machine, Wearing Apparel, Laundry	8.41
Sewing Machine Operator	11.40
Tailor	12.08
Washer, Machine	9.29
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	20.87
Tool and Die Maker	24.46
Material Handling and Packing Occupations	
Forklift Operator	16.38
Fuel Distribution System Operator	15.74
Material Coordinator	16.87
Material Expediter	16.87
Material Handling Laborer	13.29
Order Filler	14.85
Production Line Worker (Food Processing)	15.09
Shipping Packer	13.34
Shipping/Receiving Clerk	12.89
Stock Clerk (Shelf Stocker; Store Worker II)	14.24
Store Worker I	11.47
Tools and Parts Attendant	13.72
Warehouse Specialist	14.25
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	21.92
Aircraft Mechanic Helper	17.71
Aircraft Quality Control Inspector	22.78
Aircraft Servicer	19.40

Aircraft Worker	20.21
Appliance Mechanic	21.10
Bicycle Repairer	17.94
Cable Splicer	27.03
Carpenter, Maintenance	26.29
Carpet Layer	20.21
Electrician, Maintenance	25.43
Electronics Technician, Maintenance I	20.00
Electronics Technician, Maintenance II	23.94
Electronics Technician, Maintenance III	25.21
Fabric Worker	19.40
Fire Alarm System Mechanic	21.92
Fire Extinguisher Repairer	18.57
Fuel Distribution System Mechanic	22.21
General Maintenance Worker	20.21
Heating, Refrigeration and Air Conditioning Mechanic	21.92
Heavy Equipment Mechanic	21.92
Heavy Equipment Operator	24.11
Instrument Mechanic	21.92
Laborer	15.16
Locksmith	21.10
Machinery Maintenance Mechanic	21.92
Machinist, Maintenance	21.92
Maintenance Trades Helper	17.71
Millwright	21.92
Office Appliance Repairer	21.10
Painter, Aircraft	21.10
Painter, Maintenance	24.27
Pipefitter, Maintenance	24.11
Plumber, Maintenance	21.10
Pneudraulic Systems Mechanic	21.92
Rigger	21.92
Scale Mechanic	20.21
Sheet-Metal Worker, Maintenance	21.92
Small Engine Mechanic	20.92
Telecommunication Mechanic I	24.17
Telecommunication Mechanic II	25.23
Telephone Lineman	23.70
Welder, Combination, Maintenance	21.92
Well Driller	21.92
Woodcraft Worker	21.92
Woodworker	18.57
Miscellaneous Occupations	
Animal Caretaker	15.21
Carnival Equipment Operator	15.96
Carnival Equipment Repairer	16.75
Carnival Worker	13.67
Cashier	18.74
Desk Clerk	11.44
Embalmer	19.02
Lifeguard	13.30
Mortician	19.02
Park Attendant (Aide)	12.07
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.77
Recreation Specialist	15.47
Recycling Worker	10.97
Sales Clerk	10.23
School Crossing Guard (Crosswalk Attendant)	13.67
Sport Official	12.25
Survey Party Chief (Chief of Party)	15.51
Surveying Aide	8.36
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	11.46
Swimming Pool Operator	20.96
Vending Machine Attendant	20.27
Vending Machine Repairer	20.96

Vending Machine Repairer Helper	18.35
Personal Needs Occupations	
Child Care Attendant	11.48
Child Care Center Clerk	14.36
Chore Aid	12.79
Homemaker	14.84
Plant and System Operation Occupations	
Boiler Tender	22.62
Sewage Plant Operator	21.10
Stationary Engineer	22.62
Ventilation Equipment Tender	17.71
Water Treatment Plant Operator	21.10
Protective Service Occupations	
Alarm Monitor	17.03
Corrections Officer	22.58
Court Security Officer	23.99
Detention Officer	23.64
Firefighter	23.99
Guard I	10.70
Guard II	19.58
Police Officer	27.70
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	18.70
Hatch Tender	18.70
Line Handler	18.70
Stevedore I	17.95
Stevedore II	19.63
Technical Occupations	
Air Traffic Control Specialist, Center (2)	29.93
Air Traffic Control Specialist, Station (2)	20.64
Air Traffic Control Specialist, Terminal (2)	22.73
Archeological Technician I	18.54
Archeological Technician II	20.72
Archeological Technician III	25.69
Cartographic Technician	25.67
Civil Engineering Technician	24.32
Computer Based Training (CBT) Specialist/ Instructor	27.62
Drafter I	13.94
Drafter II	17.44
Drafter III	24.09
Drafter IV	25.69
Engineering Technician I	13.57
Engineering Technician II	16.20
Engineering Technician III	19.83
Engineering Technician IV	23.40
Engineering Technician V	26.36
Engineering Technician VI	31.90
Environmental Technician	20.20
Flight Simulator/Instructor (Pilot)	27.62
Graphic Artist	22.75
Instructor	24.68
Laboratory Technician	19.60
Mathematical Technician	25.69
Paralegal/Legal Assistant I	17.66
Paralegal/Legal Assistant II	21.49
Paralegal/Legal Assistant III	26.21
Paralegal/Legal Assistant IV	31.81
Photooptics Technician	23.23
Technical Writer	28.13
Unexploded (UXO) Safety Escort	19.02
Unexploded (UXO) Sweep Personnel	19.02
Unexploded Ordnance (UXO) Technician I	19.02
Unexploded Ordnance (UXO) Technician II	23.01
Unexploded Ordnance (UXO) Technician III	27.58
Weather Observer, Combined Upper Air and Surface Programs (3)	20.13

Weather Observer, Senior (3)	22.35
Weather Observer, Upper Air (3)	20.13
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	15.07
Parking and Lot Attendant	9.05
Shuttle Bus Driver	13.92
Taxi Driver	12.05
Truckdriver, Heavy Truck	21.60
Truckdriver, Light Truck	13.95
Truckdriver, Medium Truck	16.43
Truckdriver, Tractor-Trailer	21.60

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plan, civic and personal leave, severance pay, and savings and thrift plans. Minimum employee contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of includes the whole span of continuous service with the present contractor or success wherever employed, and with the predecessor contractors in the performance of similar at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: **New Year's Day**, Martin Luther Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor substitute for any of the named holidays another day off with pay in accordance with communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordinance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. All house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordinance, explosives, incendiary materials. All operations involving regrading and cleaning of artillery

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordinance, (or employee possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation,

irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differentials.

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

1) When preparing the bid, the contractor identifies the need for a conformed occupational classification and computes a proposed rate).

2) After contract award, the contractor prepares a written report listing in order p classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.

SCA NO: **94-2375** REV-20 REVISED 06/04/02WAGE DETERMINATION NO: **94-2375** REV (20) AREA: NY, NEW YORK CITYHEALTH AND WELFARE LEVEL - INSURANCE ONLY **OTHER WELFARE LEVEL WD: **94-2376*********THIS IS AN INFORMATIONAL DISPLAY OF AN SCA WAGE DETERMINATION AND*****
SHOULD NOT BE USED IN A FEDERAL SERVICE SOLICIATION OR CONTRACT

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor	U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
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William W. Gross Director	Division of Wage Determinations	Wage Determination No.: 1994- 2375 Revision No.: 20 Date Of Last Revision: 05/23/2002
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State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond, Rocklan
Westchester

OCCUPATION NOTES:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Wesch
Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits
Bronx, Kings, New York, Queens, and Richmond Counties.Refuse Collector: The rate for the Refuse Collector applies to Rockland County ONLY
Wage Determination 1999-0321 for wage rates and fringe benefits for Bronx, Kings, Ne
Putnam, Queens, Richmond, and Westchester Counties.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	11.75
Accounting Clerk II	14.66
Accounting Clerk III	16.28
Accounting Clerk IV	17.71
Court Reporter	17.00
Dispatcher, Motor Vehicle	18.97
Document Preparation Clerk	15.15
Duplicating Machine Operator	13.77
Film/Tape Librarian	15.22
General Clerk I	11.97
General Clerk II	12.11
General Clerk III	15.15
General Clerk IV	16.48
Housing Referral Assistant	19.03
Key Entry Operator I	12.23
Key Entry Operator II	13.02
Messenger (Courier)	11.97
Order Clerk I	14.05
Order Clerk II	18.55
Personnel Assistant (Employment) I	12.97

Personnel Assistant (Employment) II	15.05
Personnel Assistant (Employment) III	17.00
Personnel Assistant (Employment) IV	18.38
Production Control Clerk	18.38
Rental Clerk	15.92
Scheduler, Maintenance	15.54
Secretary I	16.14
Secretary II	19.18
Secretary III	19.92
Secretary IV	22.47
Secretary V	26.34
Service Order Dispatcher	17.47
Stenographer I	17.12
Stenographer II	19.29
Supply Technician	21.39
Survey Worker (Interviewer)	15.33
Switchboard Operator-Receptionist	14.26
Test Examiner	17.53
Test Proctor	17.53
Travel Clerk I	14.09
Travel Clerk II	15.27
Travel Clerk III	16.58
Word Processor I	13.85
Word Processor II	14.73
Word Processor III	18.12
Automatic Data Processing Occupations	
Computer Data Librarian	15.22
Computer Operator I	14.50
Computer Operator II	16.46
Computer Operator III	20.14
Computer Operator IV	25.25
Computer Operator V	25.60
Computer Programmer I (1)	21.55
Computer Programmer II (1)	26.30
Computer Programmer III (1)	27.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	27.62
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	15.05
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	22.26
Automotive Glass Installer	22.63
Automotive Worker	22.63
Electrician, Automotive	23.56
Mobile Equipment Servicer	20.74
Motor Equipment Metal Mechanic	24.55
Motor Equipment Metal Worker	21.50
Motor Vehicle Mechanic	24.48
Motor Vehicle Mechanic Helper	19.79
Motor Vehicle Upholstery Worker	21.74
Motor Vehicle Wrecker	22.63
Painter, Automotive	23.56
Radiator Repair Specialist	22.63
Tire Repairer	18.22
Transmission Repair Specialist	24.55
Food Preparation and Service Occupations	
Baker	19.55
Cook I	17.97
Cook II	19.55
Dishwasher	14.67
Food Service Worker	14.67
Meat Cutter	19.55
Waiter/Waitress	15.50
Furniture Maintenance and Repair Occupations	

Electrostatic Spray Painter	20.13
Furniture Handler	15.30
Furniture Refinisher	20.13
Furniture Refinisher Helper	16.90
Furniture Repairer, Minor	18.51
Upholsterer	20.13
General Services and Support Occupations	
Cleaner, Vehicles	14.67
Elevator Operator	14.67
Gardener	17.97
House Keeping Aid I	13.98
House Keeping Aid II	14.82
Janitor	14.67
Laborer, Grounds Maintenance	15.50
Maid or Houseman	13.98
Pest Controller	18.75
Refuse Collector	14.67
Tractor Operator	17.13
Window Cleaner	15.50
Health Occupations	
Dental Assistant	11.48
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.10
Licensed Practical Nurse I	14.35
Licensed Practical Nurse II	16.13
Licensed Practical Nurse III	18.12
Medical Assistant	12.82
Medical Laboratory Technician	12.98
Medical Record Clerk	12.98
Medical Record Technician	15.28
Nursing Assistant I	7.45
Nursing Assistant II	11.54
Nursing Assistant III	12.59
Nursing Assistant IV	15.45
Pharmacy Technician	12.79
Phlebotomist	11.50
Registered Nurse I	23.88
Registered Nurse II	27.99
Registered Nurse II, Specialist	27.99
Registered Nurse III	32.04
Registered Nurse III, Anesthetist	32.04
Registered Nurse IV	35.02
Information and Arts Occupations	
Audiovisual Librarian	21.88
Exhibits Specialist I	19.03
Exhibits Specialist II	20.21
Exhibits Specialist III	22.80
Illustrator I	16.55
Illustrator II	17.57
Illustrator III	19.83
Librarian	27.98
Library Technician	15.33
Photographer I	16.13
Photographer II	19.29
Photographer III	20.48
Photographer IV	23.12
Photographer V	27.96
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.69
Counter Attendant	8.69
Dry Cleaner	10.68
Finisher, Flatwork, Machine	8.69
Presser, Hand	8.69
Presser, Machine, Drycleaning	8.69
Presser, Machine, Shirts	8.69
Presser, Machine, Wearing Apparel, Laundry	8.69

Sewing Machine Operator	11.40
Tailor	13.57
Washer, Machine	9.60
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	20.13
Tool and Die Maker	23.35
Material Handling and Packing Occupations	
Forklift Operator	16.24
Fuel Distribution System Operator	19.50
Material Coordinator	17.89
Material Expediter	17.89
Material Handling Laborer	15.80
Order Filler	14.16
Production Line Worker (Food Processing)	16.25
Shipping Packer	13.34
Shipping/Receiving Clerk	12.89
Stock Clerk (Shelf Stocker; Store Worker II)	14.24
Store Worker I	11.47
Tools and Parts Attendant	16.40
Warehouse Specialist	14.91
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	24.07
Aircraft Mechanic Helper	19.44
Aircraft Quality Control Inspector	25.00
Aircraft Servicer	21.29
Aircraft Worker	22.20
Appliance Mechanic	20.13
Bicycle Repairer	17.13
Cable Splicer	26.48
Carpenter, Maintenance	25.47
Carpet Layer	21.23
Electrician, Maintenance	25.75
Electronics Technician, Maintenance I	18.56
Electronics Technician, Maintenance II	25.47
Electronics Technician, Maintenance III	27.18
Fabric Worker	19.35
Fire Alarm System Mechanic	21.67
Fire Extinguisher Repairer	18.35
Fuel Distribution System Mechanic	23.02
General Maintenance Worker	18.98
Heating, Refrigeration and Air Conditioning Mechanic	20.93
Heavy Equipment Mechanic	21.10
Heavy Equipment Operator	26.48
Instrument Mechanic	24.07
Laborer	15.04
Locksmith	20.31
Machinery Maintenance Mechanic	23.45
Machinist, Maintenance	20.81
Maintenance Trades Helper	16.90
Millwright	20.93
Office Appliance Repairer	20.86
Painter, Aircraft	20.13
Painter, Maintenance	23.15
Pipefitter, Maintenance	29.73
Plumber, Maintenance	23.15
Pneudraulic Systems Mechanic	21.67
Rigger	20.93
Scale Mechanic	19.99
Sheet-Metal Worker, Maintenance	26.90
Small Engine Mechanic	19.30
Telecommunication Mechanic I	24.07
Telecommunication Mechanic II	28.03
Telephone Lineman	24.07
Welder, Combination, Maintenance	20.93
Well Driller	23.02

Woodcraft Worker	20.93
Woodworker	17.73
Miscellaneous Occupations	
Animal Caretaker	16.32
Carnival Equipment Operator	17.13
Carnival Equipment Repairer	17.97
Carnival Worker	14.67
Cashier	10.95
Desk Clerk	14.76
Embalmer	19.02
Lifeguard	11.94
Mortician	19.02
Park Attendant (Aide)	15.01
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.85
Recreation Specialist	18.61
Recycling Worker	17.13
Sales Clerk	11.94
School Crossing Guard (Crosswalk Attendant)	14.67
Sport Official	11.94
Survey Party Chief (Chief of Party)	17.62
Surveying Aide	11.53
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.80
Swimming Pool Operator	19.55
Vending Machine Attendant	14.42
Vending Machine Repairer	17.64
Vending Machine Repairer Helper	14.25
Personal Needs Occupations	
Child Care Attendant	13.42
Child Care Center Clerk	16.74
Chore Aid	12.67
Homemaker	18.59
Plant and System Operation Occupations	
Boiler Tender	24.88
Sewage Plant Operator	22.14
Stationary Engineer	22.62
Ventilation Equipment Tender	17.51
Water Treatment Plant Operator	20.13
Protective Service Occupations	
Alarm Monitor	14.87
Corrections Officer	22.50
Court Security Officer	23.99
Detention Officer	23.64
Firefighter	23.99
Guard I	10.59
Guard II	17.08
Police Officer	25.48
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	18.56
Hatch Tender	18.56
Line Handler	18.56
Stevedore I	16.18
Stevedore II	17.60
Technical Occupations	
Air Traffic Control Specialist, Center (2)	29.93
Air Traffic Control Specialist, Station (2)	20.64
Air Traffic Control Specialist, Terminal (2)	22.73
Archeological Technician I	15.32
Archeological Technician II	17.14
Archeological Technician III	21.22
Cartographic Technician	20.10
Civil Engineering Technician	22.23
Computer Based Training (CBT) Specialist/ Instructor	25.36
Drafter I	15.19
Drafter II	16.70

Drafter III	19.98
Drafter IV	21.31
Engineering Technician I	14.01
Engineering Technician II	16.16
Engineering Technician III	19.83
Engineering Technician IV	21.01
Engineering Technician V	23.72
Engineering Technician VI	25.84
Environmental Technician	22.90
Flight Simulator/Instructor (Pilot)	27.63
Graphic Artist	27.28
Instructor	24.38
Laboratory Technician	19.60
Mathematical Technician	22.26
Paralegal/Legal Assistant I	18.69
Paralegal/Legal Assistant II	24.26
Paralegal/Legal Assistant III	29.71
Paralegal/Legal Assistant IV	35.91
Photooptics Technician	23.55
Technical Writer	28.90
Unexploded (UXO) Safety Escort	19.02
Unexploded (UXO) Sweep Personnel	19.02
Unexploded Ordnance (UXO) Technician I	19.02
Unexploded Ordnance (UXO) Technician II	23.01
Unexploded Ordnance (UXO) Technician III	27.58
Weather Observer, Combined Upper Air and Surface Programs (3)	22.06
Weather Observer, Senior (3)	24.50
Weather Observer, Upper Air (3)	22.06
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	16.09
Parking and Lot Attendant	10.97
Shuttle Bus Driver	14.76
Taxi Driver	14.83
Truckdriver, Heavy Truck	22.18
Truckdriver, Light Truck	15.89
Truckdriver, Medium Truck	17.37
Truckdriver, Tractor-Trailer	22.18

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.02 an hour or \$80.80 a week or \$350.13 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of includes the whole span of continuous service with the present contractor or success wherever employed, and with the predecessor contractors in the performance of simila at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther Ki Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitu any of the named holidays another day off with pay in accordance with a plan communi to the employees involved.) (See 29 CFR 4.174)

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1) Does not apply to employees employed in a bona fide executive, administrative, o professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

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HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, a pyrotechnic compositions such as lead azide, black powder and photoflash powder. All house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives incendiary materials. All operations involving regrading and cleaning of artillery.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employee possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differentials.

**** UNIFORM ALLOWANCE ****

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The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the

Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402
Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE (Standard Form (SF 1444))

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work on such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

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- 1) When preparing the bid, the contractor identifies the need for a conformed occupation and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order (by classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report on the action, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
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SCA NO: **94-2376** REV-15 REVISED 05/28/02WAGE DETERMINATION NO: **94-2376** REV (15) AREA: NY, NEW YORK CITYHEALTH AND WELFARE LEVEL - TOTAL BENEFIT **OTHER WELFARE LEVEL WD: **94-2375*********THIS IS AN INFORMATIONAL DISPLAY OF AN SCA WAGE DETERMINATION AND*****
SHOULD NOT BE USED IN A FEDERAL SERVICE SOLICITATION OR CONTRACT

REGISTER OF WAGE DETERMINATIONS UNDER	U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT	EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor	WAGE AND HOUR DIVISION
	WASHINGTON D.C. 20210

William W. Gross	Division of	Wage Determination No.: 1994-2376
Director	Wage Determinations	Revision No.: 15
		Date Of Last Revision: 01/31/2002

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond, Rocklan
Westchester

OCCUPATION NOTES:

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Wesch Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits Bronx, Kings, New York, Queens, and Richmond Counties.

Refuse Collector: The rate for the Refuse Collector applies to Rockland County ONLY Wage Determination 1999-0321 for wage rates and fringe benefits for Bronx, Kings, Ne Putnam, Queens, Richmond, and Westchester Counties.

Fringe Benefits Required Follow the Occupational Listing

OCCUPATION TITLE	MINIMUM WAGE RATE
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Administrative Support and Clerical Occupations

Accounting Clerk I	11.75
Accounting Clerk II	14.66
Accounting Clerk III	16.28
Accounting Clerk IV	17.71
Court Reporter	16.30
Dispatcher, Motor Vehicle	17.63
Document Preparation Clerk	13.77
Duplicating Machine Operator	13.77
Film/Tape Librarian	15.19
General Clerk I	10.88
General Clerk II	10.97
General Clerk III	13.77
General Clerk IV	14.98
Housing Referral Assistant	19.03
Key Entry Operator I	12.11
Key Entry Operator II	12.96
Messenger (Courier)	10.88
Order Clerk I	12.77
Order Clerk II	16.86
Personnel Assistant (Employment) I	12.82

Personnel Assistant (Employment) II	14.41
Personnel Assistant (Employment) III	16.64
Personnel Assistant (Employment) IV	18.00
Production Control Clerk	17.69
Rental Clerk	15.19
Scheduler, Maintenance	15.54
Secretary I	15.54
Secretary II	17.53
Secretary III	19.03
Secretary IV	20.50
Secretary V	23.95
Service Order Dispatcher	17.47
Stenographer I	15.56
Stenographer II	17.47
Supply Technician	20.50
Survey Worker (Interviewer)	15.33
Switchboard Operator-Receptionist	12.91
Test Examiner	17.53
Test Proctor	17.53
Travel Clerk I	12.81
Travel Clerk II	13.88
Travel Clerk III	15.07
Word Processor I	13.50
Word Processor II	14.44
Word Processor III	17.76
Automatic Data Processing Occupations	
Computer Data Librarian	13.86
Computer Operator I	13.56
Computer Operator II	15.52
Computer Operator III	19.00
Computer Operator IV	23.82
Computer Operator V	24.15
Computer Programmer I (1)	19.59
Computer Programmer II (1)	23.94
Computer Programmer III (1)	27.62
Computer Programmer IV (1)	27.62
Computer Systems Analyst I (1)	25.48
Computer Systems Analyst II (1)	27.62
Computer Systems Analyst III (1)	27.62
Peripheral Equipment Operator	13.85
Automotive Service Occupations	
Automotive Body Repairer, Fiberglass	22.26
Automotive Glass Installer	22.41
Automotive Worker	22.41
Electrician, Automotive	23.40
Mobile Equipment Servicer	20.60
Motor Equipment Metal Mechanic	24.31
Motor Equipment Metal Worker	21.29
Motor Vehicle Mechanic	24.31
Motor Vehicle Mechanic Helper	19.65
Motor Vehicle Upholstery Worker	21.52
Motor Vehicle Wrecker	22.41
Painter, Automotive	23.40
Radiator Repair Specialist	22.41
Tire Repairer	18.22
Transmission Repair Specialist	24.31
Food Preparation and Service Occupations	
Baker	19.55
Cook I	17.97
Cook II	19.55
Dishwasher	14.67
Food Service Worker	14.67
Meat Cutter	19.55
Waiter/Waitress	15.50
Furniture Maintenance and Repair Occupations	

Electrostatic Spray Painter	20.13
Furniture Handler	15.30
Furniture Refinisher	20.13
Furniture Refinisher Helper	16.90
Furniture Repairer, Minor	18.51
Upholsterer	20.13
General Services and Support Occupations	
Cleaner, Vehicles	14.67
Elevator Operator	14.67
Gardener	17.97
House Keeping Aid I	13.83
House Keeping Aid II	14.67
Janitor	14.67
Laborer, Grounds Maintenance	15.50
Maid or Houseman	13.72
Pest Controller	18.75
Refuse Collector	14.67
Tractor Operator	17.13
Window Cleaner	15.50
Health Occupations	
Dental Assistant	11.48
Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.10
Licensed Practical Nurse I	14.21
Licensed Practical Nurse II	15.97
Licensed Practical Nurse III	17.86
Medical Assistant	11.65
Medical Laboratory Technician	11.80
Medical Record Clerk	11.80
Medical Record Technician	15.28
Nursing Assistant I	7.45
Nursing Assistant II	11.54
Nursing Assistant III	12.59
Nursing Assistant IV	14.15
Pharmacy Technician	12.79
Phlebotomist	10.45
Registered Nurse I	21.71
Registered Nurse II	26.33
Registered Nurse II, Specialist	26.33
Registered Nurse III	30.23
Registered Nurse III, Anesthetist	30.23
Registered Nurse IV	33.04
Information and Arts Occupations	
Audiovisual Librarian	21.82
Exhibits Specialist I	19.03
Exhibits Specialist II	20.21
Exhibits Specialist III	22.80
Illustrator I	16.55
Illustrator II	17.57
Illustrator III	19.83
Librarian	27.36
Library Technician	15.33
Photographer I	14.66
Photographer II	17.54
Photographer III	18.62
Photographer IV	21.02
Photographer V	25.42
Laundry, Dry Cleaning, Pressing and Related Occupations	
Assembler	8.69
Counter Attendant	8.69
Dry Cleaner	10.29
Finisher, Flatwork, Machine	8.69
Presser, Hand	8.69
Presser, Machine, Drycleaning	8.69
Presser, Machine, Shirts	8.69
Presser, Machine, Wearing Apparel, Laundry	8.69

Sewing Machine Operator	11.05
Tailor	13.57
Washer, Machine	9.60
Machine Tool Operation and Repair Occupations	
Machine-Tool Operator (Toolroom)	20.13
Tool and Die Maker	23.35
Material Handling and Packing Occupations	
Forklift Operator	16.24
Fuel Distribution System Operator	17.73
Material Coordinator	16.26
Material Expediter	16.26
Material Handling Laborer	15.80
Order Filler	14.16
Production Line Worker (Food Processing)	14.77
Shipping Packer	12.64
Shipping/Receiving Clerk	12.64
Stock Clerk (Shelf Stocker; Store Worker II)	14.09
Store Worker I	11.47
Tools and Parts Attendant	16.40
Warehouse Specialist	13.55
Mechanics and Maintenance and Repair Occupations	
Aircraft Mechanic	24.07
Aircraft Mechanic Helper	19.44
Aircraft Quality Control Inspector	25.00
Aircraft Servicer	21.29
Aircraft Worker	22.20
Appliance Mechanic	20.13
Bicycle Repairer	17.13
Cable Splicer	24.07
Carpenter, Maintenance	23.15
Carpet Layer	19.30
Electrician, Maintenance	25.53
Electronics Technician, Maintenance I	16.87
Electronics Technician, Maintenance II	23.15
Electronics Technician, Maintenance III	24.71
Fabric Worker	18.94
Fire Alarm System Mechanic	20.93
Fire Extinguisher Repairer	17.73
Fuel Distribution System Mechanic	20.93
General Maintenance Worker	18.98
Heating, Refrigeration and Air Conditioning Mechanic	20.93
Heavy Equipment Mechanic	21.10
Heavy Equipment Operator	24.07
Instrument Mechanic	24.07
Laborer	15.04
Locksmith	20.31
Machinery Maintenance Mechanic	23.45
Machinist, Maintenance	20.81
Maintenance Trades Helper	16.90
Millwright	20.93
Office Appliance Repairer	20.13
Painter, Aircraft	20.13
Painter, Maintenance	23.15
Pipefitter, Maintenance	29.73
Plumber, Maintenance	23.15
Pneudraulic Systems Mechanic	20.93
Rigger	20.93
Scale Mechanic	19.30
Sheet-Metal Worker, Maintenance	24.45
Small Engine Mechanic	19.30
Telecommunication Mechanic I	24.07
Telecommunication Mechanic II	28.03
Telephone Lineman	24.07
Welder, Combination, Maintenance	20.93
Well Driller	20.93

Woodcraft Worker	20.93
Woodworker	17.73
Miscellaneous Occupations	
Animal Caretaker	16.32
Carnival Equipment Operator	17.13
Carnival Equipment Repairer	17.97
Carnival Worker	14.67
Cashier	10.95
Desk Clerk	13.42
Embalmer	17.42
Lifeguard	11.94
Mortician	17.42
Park Attendant (Aide)	15.01
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.85
Recreation Specialist	18.61
Recycling Worker	17.13
Sales Clerk	11.94
School Crossing Guard (Crosswalk Attendant)	14.67
Sport Official	11.94
Survey Party Chief (Chief of Party)	17.62
Surveying Aide	11.53
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.80
Swimming Pool Operator	19.55
Vending Machine Attendant	13.11
Vending Machine Repairer	17.64
Vending Machine Repairer Helper	14.25
Personal Needs Occupations	
Child Care Attendant	13.42
Child Care Center Clerk	16.74
Chore Aid	12.67
Homemaker	18.59
Plant and System Operation Occupations	
Boiler Tender	22.62
Sewage Plant Operator	20.13
Stationary Engineer	22.62
Ventilation Equipment Tender	16.90
Water Treatment Plant Operator	20.13
Protective Service Occupations	
Alarm Monitor	13.50
Corrections Officer	21.90
Court Security Officer	23.64
Detention Officer	23.64
Firefighter	23.64
Guard I	9.63
Guard II	15.53
Police Officer	25.38
Stevedoring/Longshoremen Occupations	
Blocker and Bracer	16.87
Hatch Tender	16.87
Line Handler	16.87
Stevedore I	16.18
Stevedore II	17.60
Technical Occupations	
Air Traffic Control Specialist, Center (2)	28.49
Air Traffic Control Specialist, Station (2)	19.65
Air Traffic Control Specialist, Terminal (2)	21.63
Archeological Technician I	14.59
Archeological Technician II	16.32
Archeological Technician III	20.21
Cartographic Technician	18.27
Civil Engineering Technician	20.21
Computer Based Training (CBT) Specialist/ Instructor	23.05
Drafter I	14.47
Drafter II	15.90

Drafter III	19.03
Drafter IV	20.21
Engineering Technician I	13.60
Engineering Technician II	15.69
Engineering Technician III	19.21
Engineering Technician IV	20.40
Engineering Technician V	23.03
Engineering Technician VI	25.09
Environmental Technician	22.90
Flight Simulator/Instructor (Pilot)	27.63
Graphic Artist	24.80
Instructor	22.16
Laboratory Technician	19.60
Mathematical Technician	20.24
Paralegal/Legal Assistant I	17.63
Paralegal/Legal Assistant II	22.89
Paralegal/Legal Assistant III	27.99
Paralegal/Legal Assistant IV	33.88
Photooptics Technician	21.41
Technical Writer	27.81
Unexploded (UXO) Safety Escort	18.10
Unexploded (UXO) Sweep Personnel	18.10
Unexploded Ordnance (UXO) Technician I	18.10
Unexploded Ordnance (UXO) Technician II	21.91
Unexploded Ordnance (UXO) Technician III	26.25
Weather Observer, Combined Upper Air and Surface Programs (3)	21.01
Weather Observer, Senior (3)	23.33
Weather Observer, Upper Air (3)	21.01
Transportation/ Mobile Equipment Operation Occupations	
Bus Driver	16.09
Parking and Lot Attendant	10.97
Shuttle Bus Driver	13.42
Taxi Driver	14.83
Truckdriver, Heavy Truck	21.53
Truckdriver, Light Truck	15.43
Truckdriver, Medium Truck	16.82
Truckdriver, Tractor-Trailer	21.53

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: Life, accident, and health insurance plans, sick leave, pension plan, civic and personal leave, severance pay, and savings and thrift plans. Minimum employee contributions costing an average of \$2.56 per hour computed on the basis of all hours worked by service employees employed on the contract.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or success weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of includes the whole span of continuous service with the present contractor or success wherever employed, and with the predecessor contractors in the performance of similar at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Co Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. rate of basic pay plus a night pay differential amounting to 10 percent of the rate basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours week) and Sunday is part of your regularly scheduled workweek, you are paid at your basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arm ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential

**** UNIFORM ALLOWANCE ****

If employees are required to wear uniforms in the performance of this contract (either the terms of the Government contract, by the employer, by the state or local law, or the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) uniforms is an expense that may not be borne by an employee where such cost reduces hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (\$0.67 cents per day). However, in those instances where the uniforms furnished are "wash and wear" materials, may be routinely washed and dried with other personal gear and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**** NOTES APPLYING TO THIS WAGE DETERMINATION ****

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service

Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed classification and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order (a) classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report to the agency, together with the agency's recommendations and pertinent information including position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b) Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations (the Directory)" should be used to compare job definitions to insure that duties required are not performed by a classification already listed in the wage determination. Remember it is not the job title, but the required tasks that determine whether a class is in an established wage determination. Conformances may not be used to artificially combine, or subdivide classifications listed in the wage determination.